# The Ward-Gale Model for LGBTQ-inclusivity in higher education

## Domains of inclusivity

### Language

**Levels of inclusivity**

Increasing awareness: Avoiding abusive and discriminatory language

Additive approaches: Avoiding hetero-normative and cis-normative language

Transformative practice: Critical engagement with queer/trans inclusive language

### Role models

**Levels of inclusivity**

Increasing awareness: Signposting to LGBTQ organisations and events

Additive approaches: Access to mentors for LGBTQ-identified students

Transformative practice: Role models and allies in the teaching and learning environment

### Curriculum content

**Levels of inclusivity**

Increasing awareness: Basic acknowledgement of gender and sexual diversity

Additive approaches: Inclusion of topics, themes and readings about LGBTQ identities

Transformative practice: Critical approaches to pedagogy, supporting social engagement and action/inclusive professional practice

([Ward & Gale 2016, p. 10](https://intranet.birmingham.ac.uk/staff/teaching-academy/documents/public/lgbt-best-practice-guide.pdf))

Signposting to LGBTQ organisations and events